

**Minutes of the meeting of the
Children and Young People Overview and Scrutiny Committee
held on 13 November 2018**

Present:

Members of the Committee

Councillors:

Jo Barker, Margaret Bell, Jonathan Chilvers, Yousef Dahmash (Chair), Corinne Davies, Pete Gilbert, Jerry Roodhouse, Andy Sargeant and Pam Williams.

Cabinet Portfolio Holders:

Councillor Colin Hayfield, Portfolio Holder for Education & Learning
Councillor Jeff Morgan, Portfolio Holder for Children's Services

Other County Councillors:

Councillor Richard Chattaway
Councillor Alan Webb

Officers:

Bill Basra, Service Manager, Early Help, Children and Families
John Coleman, Assistant Director, Children and Families
Robert Harris, Administrator, Innovation and Transformation
Helen King, Deputy Director of Public Health
Marina Kitchen, Service Manager, Innovation and Transformation
Chris Malone, Interim Assistant Director, Education Services
Nigel Minns, Strategic Director, People Directorate
Marie Rooney, Strategic Lead for Alternative Provision, Education and Learning
Ramandeep Sandhu, Initial Response Team, Children and Families
Paul Senior, Interim Assistant Director, Education Services
Sushma Soni, Performance and Improvement Officer
Paul Spencer, Senior Democratic Services Officer

1. General

(1) Apologies

Apologies were submitted on behalf of Councillors Daniel Gissane and Chris Williams and Mr Sean Taylor, Teacher Representative (NASUWT). Councillor Andy Sargeant was in attendance in place of Councillor Williams.

(2) Members' Disclosures of Pecuniary and Non-Pecuniary Interests

Councillor Jo Barker declared an interest in Agenda Item 4, as the Chair of an Academy Trust.

(3) Minutes of the meeting held on 25 September 2018

Resolved:

That the minutes of the meeting held on 25 September 2018 be approved as a correct record and signed by the Chair. An update was sought on the requested report to the Committee about retention of social workers. John Coleman, Assistant Director, Children and Families confirmed that a draft report had been prepared for consideration by the Council's Corporate Board. He asked if this item could be submitted to the Committee at its meeting in January. It was requested that members have sight of the draft report and this was agreed.

Education Entitlement in Warwickshire

The Chair sought an update on the progress made following the decisions reached at the last Committee meeting in regard to education entitlement in Warwickshire. Marie Rooney, Strategic Lead for Alternative Provision provided a verbal update. The key points were that the strategy was being rolled out, the vision for collective accountability for vulnerable children had been embraced and significant progress was being made in getting children back into education, both in primary and secondary schools. Marie gave an update on funding bids to the Department for Education. Two schemes had been submitted and discussions would continue to determine which schemes would be taken forward. If neither were successful, there were contingency plans. Engagement with Her Majesty's Inspectorate for Schools had started regarding categorisation and an ethical inclusion charter, which had been well received. This included the authority's involvement in a national case study and being a consultee for a new national framework.

The Chair invited questions from Members. Councillor Bell sought more information about internal exclusion, where children were placed in isolation, with a lack of education, particularly as some of these children had additional learning difficulties. She asked how this was monitored. Marie Rooney confirmed that inclusion units were used, that the team had been looking at school behaviour policies as one of the many facets they were investigating. She acknowledged the impact for children and the different stages that could lead to their exclusion from mainstream education. Councillor Chilvers referred to the third resolution of the previous minute for this item and the tension between some children not wanting to return to mainstream education and the aims of the County Council to secure this outcome. Additional detail was sought. Marie responded that a holistic assessment took place, that profiling of the children had taken place and some did become disengaged. There was a need to leave open the option for them to return to mainstream education.

Paul Senior, Interim Assistant Director, Education Services

The Chair introduced Paul Senior, who had been appointed for six months to cover the period from Chris Malone's retirement to the appointment of a permanent replacement.

2. Public Speaking

There were no questions from members of the public.

3. Questions to Cabinet Portfolio Holders and Officers

The Chair reminded members that the approach for all meetings would be to reduce the number of items on agendas, to enable more in-depth scrutiny of one or two areas. This had resulted in reports originally planned for the agenda as items for discussion, being circulated separately to members, along with any other briefing notes, with a view to members asking any questions on them under this item. In addition both Cabinet Portfolio Holders and senior officers were invited to provide updates on any issues within the remit of the Committee and to answer any questions members may have.

The items circulated to the Committee comprised:

- (i) Customer feedback briefing paper
- (ii) Multi Agency Safeguarding Hub (MASH) annual report
- (iii) People not participating in education, employment and training (NEETS) 2017
- (iv) Ofsted outcomes

The following questions were considered:

Customer Feedback

Councillor Jerry Roodhouse referred to a section of the report on recorded difficulties for 2017/18, seeking assurances that things were improving and how they would be addressed. Councillor Jeff Morgan, Portfolio Holder for Children's Services responded that the number of complaints from young people had reduced significantly. John Coleman added that there were a number of different elements and he offered to supply a briefing note for members. There had been a turnover of staff with a loss of some knowledge of complaint processes. At the same time, there had been a reduction in the number of people accessing advocacy services from Barnardos. This had been addressed in recent months with additional work and an upturn in those having an advocate, able to support young people in making representations. The current position wasn't positive, but work was continuing across the Directorate and with Customer Services to improve the recording of complaints and how they were handled. Nigel Minns, Strategic Director, People Directorate added that the authority was historically better at recording complaints than compliments, but this was now improving.

Councillor Pam Redford spoke of the difficulties for vulnerable children and families in making complaints and the benefits of responding to them quickly. The authority shouldn't fear complaints. There were a high number of complaints classified as other and these should be broken down to enable further service improvements. John Coleman replied that complaints were welcomed, as they provided an opportunity to learn and to improve services. A practice learning panel had been established to look at complaints and share the learning across the business unit. The staff valued feedback from younger people, and one example was a two-weekly opportunity for them to address senior managers at a leadership forum. Nigel Minns added that the 'other' complaint category had now been removed and wouldn't appear in future reports.

MASH Annual Report

Councillor Jerry Roodhouse referred to the data on re-referrals which was statistically higher than the national average and significantly out of balance when compared to other local authorities. He sought assurances on how this would be

addressed. A particular element was the priority on strengthening the early help pathway and family support and he would be interested to understand how this would work. He added that many of the points had been responded to by John Coleman in response to similar questions in the Customer Feedback section above. Mr Coleman spoke about the high rate of re-referrals, which were much higher than those of statistical neighbours. A redesign of the MASH had commenced. This was all part of the transformation work to provide the right support to children and families the first time. A high number of consultations and enquiries came from professionals, notably in schools, that were not safeguarding issues. A proactive approach was being taken to meet with 'top referrers' to provide guidance on issues through consultation clinics involving a range of service providers, so that the issues for individuals could be referred to the appropriate agency. It had resulted in a significant decrease in the number of referrals through the MASH from these top referrers, when compared to the same period for the previous year. Mr Coleman spoke of the bids being submitted to seek additional Department for Education (DfE) funding to be able to locate social workers and other specialists in schools to provide comprehensive support.

Councillor Barker referred to a recent newspaper article regarding assessment and treatment units (also known as independent assessment units) for people with learning difficulties and/or mental health issues. There was an impact for the NHS primarily, but also potentially for the MASH. It concerned young people being kept in the units for assessment, but in reality for longer periods than was necessary. She asked how many Warwickshire children were in such units, for how long and how it was monitored. John Coleman explained that these were known as tier four assessment beds, where individuals had been assessed that their mental health was so poor as to require continual support to avoid risks to themselves or others. A multi-agency meeting did look at tier four provision for young people in crisis and the package of support they would need when they left tier four provision. He offered to provide a joint briefing with Public Health with the requested data. Councillor Barker welcomed the briefing. There was a perception that this was managed 'behind closed doors' and there was a need for councillors to be kept informed as well as a reputational perspective.

Councillor Barker then spoke about youth service provision and the difficulties in securing grant funding. She asked how work in the community through youth clubs was being included as part of youth provision. John Coleman responded that a lot of support was provided to voluntary agencies through both the County Council and Warwickshire CAVA. An example at the last meeting was the outreach work with local centres on child sexual exploitation.

Ofsted Outcomes

In response to a question from Councillor Corinne Davies about the Ofsted judgements of schools requiring improvement, it was confirmed by Councillor Colin Hayfield, Portfolio Holder for Education & Learning that the presented data was for all schools, both maintained and academies. Of those listed, the number of maintained schools was relatively low and in line with national comparators, but a high proportion of these were in the Nuneaton area.

Councillor Margaret Bell pursued this point, stating the stark contrast between the north and south of Warwickshire, with one in five children attending a school rated as inadequate or requiring improvement. This was an unacceptable difference and she asked what was being done to address it. Chris Malone, Interim Assistant

Director, Education Services referred the Committee to the circulated report and particularly the Nuneaton School Improvement Strategy. This was one example of the ways that this disparity would be addressed. Underpinning the Ofsted outcomes in schools was attainment of progress data. This provided examples of further issues being faced and inequities, but also the high performance in some schools in the north of the County, which could be shared with other schools. Councillor Hayfield added that there were existing areas of work too, such as the closing the gap project. However, it was proving very difficult to find a solution to close the gap between performance in the north and south of the County.

Councillor Chattaway asked for further information about pupil and school numbers for those schools that were classified as inadequate or requiring improvement. He also asked for the budget positions of those schools. Councillor Hayfield replied that the report provided most of the information, other than the budget positions. There was concern at the proportion of pupils being educated in low performing schools, but the figures were at least equal to or better than the national average. However there was no intention to be satisfied at this position. It was agreed that Chris Malone would circulate the additional information requested to the Committee.

4. Children and Families Transformation Plan 2018-2020

John Coleman, Assistant Director, Children and Families, introduced this item. The draft transformation report was presented for comments on the proposed future strategic direction for children's services within Warwickshire. It established a new approach to delivery of strategic objectives, in particular focusing upon a change of culture within the Children and Families Business Unit. A key part of the transformation was the approach to early help, particularly children & family centres. An update on progress of the children and family centres was also provided.

Marina Kitchen, Service Manager for Innovation and Transformation, took members through the key sections of the report. She spoke about the inclusive nature of the review, the vision and the change of culture to restorative principles, with a support and challenge approach. She outlined the six new delivery approaches, the new risk management approach based on the principles created by Professor Barry Mason, known as 'safe uncertainty'. The County Council was an outlier in terms of case numbers submitted to the MASH when compared to local, regional and national statistics and data was provided to evidence this. Previously a safe and certain approach was used which could intervene too much in some cases. The proposal was to take a more proportionate approach to assess the risks on an individual basis, by a number of agencies. This approach had worked well in other areas where children's services were rated as good. Comment was provided on measuring success and the key performance indicators, the strengthened governance structures with three extra panels and workforce aspects including the restorative principles, also being an employer of choice. The resources and finance aspects were also discussed, including current savings proposals and the additional financial gap, where additional savings would need to be identified.

Councillor Morgan asked officers to demonstrate the difference in approach from safe/certain to safe/uncertain by means of anonymised examples, which would be useful to the public. Marina Kitchen gave examples to members of the current arrangements and how the safe uncertain approach would be implemented on a tailored basis. John Coleman offered to provide the requested anonymised case

studies. Beneath the strategy, there would need to be a lot of detail to give guidance for each agency's practitioners, managers and elected members. This would provide a useful topic for a member development session.

The Chair invited questions from the Committee. Councillor Corrinne Davies was concerned about cuts in services and centres, that some people may not be heard, for example those needing support with life skills, or were subject to bullying. There was poor school attainment in some areas, pockets of deprivation across the County and outcomes were not changing for those children. There weren't always youth clubs or drop in centres where young people could access information on sexual health or employment issues. Some aspects of the report seemed contradictory referring to service reductions in terms of the number of people supported and them becoming more independent. She was concerned some people may not receive the support they needed or receive it early enough to make a positive change to their outcomes and that people could be left vulnerable. John Coleman replied that children could walk in to County Council youth centres. Summer clubs were held at the centres across the County and were well attended. He offered to provide further information to Councillor Davies on this. John also spoke about the Nuneaton health store, where young people could get advice on contraception, sexual health, homelessness and other wellbeing matters anonymously. He offered a briefing on the youth clubs and the health store. He agreed that there was a need to identify and get support to those needing it earlier. This was part of the early help strategy for all agencies. Family group conferencing was an example of this. Previously, it would only be offered at a late stage, when removing a child seemed likely. In future, the service would be available earlier. Edge of care services would also be provided earlier, when families needed them. The approach would provide targeted assessment and support to find solutions in a timely way.

Councillor Roodhouse spoke about targeted youth work, rather than it being a universal service and the challenges in securing funding for continuation of centres. He recognised the amount of work officers had undertaken on this service review. He asked whether this was a strategy rather than a plan. There was a need for consistent wording to be used. On disabilities, he noted there was a significant amount of work to be completed by 2020 and questioned how this would be achieved, making the same point about integration with the NHS. He spoke about the aspects of this document which referenced children and family centres and the need for corresponding key performance indicators (KPIs) or measures to enable members to monitor that the outcomes from commissioned services were being delivered. A map showing the linkages would be helpful. He was surprised that the document had been approved by Corporate Board in the context of the current organisational changes and planned revisions to budgetary arrangements. He considered that the corporate governance aspects would need to be revisited.

John Coleman confirmed this was a strategy and Councillor Roodhouse asked that the documents be named consistently. Beyond 2020, there was less certainty of the financial position and it would be reviewed at that time. There was certainty over the finance and officer structures until 2020. There had been two sessions at Corporate Board to ensure the strategy was appropriate for Warwickshire. In terms of the points on disabilities and integration with the NHS, disabilities was an area of concern. John Coleman offered to bring a further report to the Committee to focus on the integration of services for children with disabilities. There were some areas where the NHS was visible within the work of Children and Families. Further areas

to strengthen joint work would take place through discussion at the Joint Commissioning Board. Nigel Minns added that a significant step forward in commissioning terms was the amalgamation of the Public Health and Strategic Commissioning. Endeavours continued to integrate effectively with the NHS, through dialogue and where appropriate challenge. On the governance model, he considered that there was nothing within it likely to require revision as a result of the transformation programme. The strategic review of Children's Services had been the first undertaken under that programme. Helen King offered to share a briefing on the services that the County Council commissioned around maternity and the integration work.

Councillor Hayfield gave a controversial perspective that the County Council was too risk averse in terms of the number of children being taken into care, the number of education and health care plans (EHCPs) and the number of incidents reported through the MASH. He questioned how success was measured, in terms of higher or lower statistics being an indicator of success. Resources were finite and there was a need to focus them on the areas to achieve the best outcomes. John Coleman agreed there was a need to consider the performance framework and how success was measured. He outlined some of the current measures and those which would be more meaningful, such as the speed of adoption placements, ensuring that intervention was early enough and that the people most needing support were targeted effectively. Councillor Hayfield reiterated that the number of MASH referrals was still twice the national average. Nigel Minns didn't consider that there was a right number of EHCPs or those for child protection. However, the County Council was outside what could be viewed as a reasonable range and it was appropriate to seek to reduce the numbers.

Councillor Pam Williams was concerned at the proposed Barry Mason model. She spoke of her work on foster panels, the points about the Council being risk averse and the need to develop confidence in social workers, to assess risk factors. This was key to developing confidence in the families to manage themselves. The terminology within the report of 'certainty' could have a negative impact on social workers' confidence and she was not in favour of this model. John Coleman welcomed the feedback. This was an overarching model, which would be underpinned by a lot of guidance and support for social workers. There would be the opportunity for social workers to talk to their managers and peers, to have time for reflection and the social worker caseload had reduced. There would be an environment and culture to give social workers confidence in assessing risk. The language was important around this topic and needed to be shared with practitioners. Councillor Williams was supportive of social workers and did not want them to be under more pressure to achieve 'certainty'. John agreed that social workers would be supported and clarified that workers are currently expected to achieve certainty and that the proposed shift was to a model of 'safe uncertainty'. It was about creating the right environment. Marina Kitchen commented on the recent staff roadshows and the positive feedback received on the new model from social workers. Councillor Morgan noted the level of interest and some concerns from members, enquiring whether this topic could be discussed further through a member development session.

Councillor Chilvers spoke about the high number of MASH referrals, giving the perspective that the Council should be proud of its success in encouraging people to raise concerns. However, there was a need to move forward and he acknowledged the work done with those who had referred a high volume of cases. It

was noted that only 15.8% of cases moved forward to assessment. On EHCP's he knew that schools were trying to achieve the best for their pupils, but acknowledged that they did receive financial support through EHCPs. He then spoke about the risk assessment process and the move to safe uncertainty, questioning why social services nationally had got to a strict rules-based approach, without use of professional judgement. There was a fear of making a mistake and the ramifications of that mistake. He asked if a social worker did make a serious mistake under the new model, what the response would be, in terms of who was blamed.

John Coleman commented that social workers in the MASH should be focussing on cases where children were being abused, but currently were responding to a wide range of enquiries and referrals, which could be channelled differently. Of the 15% of cases that moved forward from referral to assessment, 47% of these resulted in no further action being taken, so improvements to triage would be a significant benefit. He acknowledged the points about social work and serious case reviews, reiterating the need for a good system and leadership to create the right environment. Social workers would be told about the leadership and member support for them. Consideration was being given to how to cascade this message to social workers. There were areas of good practice already. However, the latest Ofsted inspection and other evidence did show that the authority was intervening in too many cases.

Councillor Bell was nervous at the proposed model and took comfort from the current risk adverse approach to child safety. She drew comparison to authorities such as Birmingham, also asking if the new approach had been applied to current cases and if so, how the case would have been handled differently under the revised approach. Perhaps through such a process, criteria could be established to guide social workers. She questioned how much support would be provided to a social worker if there was a serious case review and concluded that she wasn't yet convinced by the approach proposed. Councillor Morgan clarified that Birmingham City was a geographic rather than a statistical neighbour.

John Coleman referred to a recent research document published by Isabelle Trowler, the Chief Social Worker for England. There was conflict between the bias to seek legal guidance at an early stage on removing children from the family home as compared to the practitioners working together to make this a measure of last resort unless there were safety concerns. There needed to be a clear evidence trail that every option had been considered before intervening, particularly before removing a child. It was about supporting social workers to identify and manage risks, rather than looking immediately at removing a child from their family. Nigel Minns supported these points adding that a lot of time had been taken to look at what worked best in the authorities judged to be the best and where children were deemed to be safest. There were better ways to support families, than the current service model.

Councillor Barker spoke about alternatives to referring people to the MASH and the poor signposting currently. She declared an interest as the Chair of an Academy Trust, which had made referrals to the MASH, on some occasions where another option would have been more appropriate. This was important to ensure the MASH staff focussed on the most serious cases. On EHCPs, she also declared an interest, but noted that schools paid the first £6,000 towards the additional costs. EHCPs were appropriate, ensuring that the education of the other children in the class was not impacted, as well as assisting the child in need of support. She concluded that

there was a need for clear communication. Marina Kitchen outlined two distinct projects being early help redesign (formerly 0-5 services) and the MASH redesign, which were closely linked. This was a sizeable and complex process, which included signposting and would also involve partners.

Councillor Roodhouse noted the reference by John Coleman to underlying plans and suggested the Committee should look at these at a future meeting. On KPIs he referred members to sections of the report regarding finance, resources and local delivery. He asked that the Committee examine how this would all dovetail and how elected members could monitor it. He stated the need for clear language and for appropriate KPIs for the vast majority of families that were trying to access services. He also sought an update on the position with regard to the independent advisory boards.

Bill Basra, Service Manager for Early Help responded that it was intended to retain the advisory boards as they provided a good external validation, but the boards would be reviewed to ensure a degree of consistency in terms of composition and frequency of meetings. The boards would be on a district or borough wide basis, supplemented by more localised provision. Rich feedback was received from the boards which assisted future service design and delivery. He outlined the process for this review. The current KPIs in the draft strategy needed to be finalised and Mr Basra outlined a wider review planned to ensure the correct KPIs were embedded in the document going forward and this would include children and family centre indicators.

Councillor Peter Gilbert commented on vulnerability, that people could be vulnerable irrespective of the affluence of an area or a family. He was concerned at the potential for some vulnerable people to be missed. Councillor Chilvers noted that the MASH website invited contact about any abuse, neglect or cruelty concerns. Therefore he would be concerned if referrals were deemed inappropriate and there was a need to consider the language used. John Coleman referred to the communication strategy and its current review. There was no intention to discourage public referrals, which were increasing. There was an online offer to provide such things as parenting courses. The main aim currently was to educate, support and manage the anxieties of professionals who at times were making the inappropriate referrals. There was training for professionals on making referrals, for which there was a significant take up.

Councillor Webb stated the need to ensure information was gathered effectively. Amongst some vulnerable groups there may be different tolerance levels. The concern of members was that services didn't become aware of the vulnerability of individuals. John Coleman reassured that the MASH sought to collate information between agencies to uncover unknown harm. Professionals challenged each other and if they weren't happy with the outcome of a referral, there was an escalation process. The restorative approach was about high support and challenge to ensure the analysis of each case was correct. Marina Kitchen clarified that calls which weren't safeguarding matters would be channelled in a different way through to the appropriate agency or service, such as the early help team and the matter would be pursued on a locality basis in schools or at family centres.

The Chair thanked the contributors for the report and for responding to the Committee's questions.

Resolved:

- (1) That the Committee notes the revised Children & Families Transformation Plan 2018-2020.
- (2) That the Committee notes the progress of Children & Family Centres.

5. One Organisational Plan Progress Report - 2018/19 Quarter Two Performance

The One Organisational Plan (OOP) Quarterly Progress Report for the period April 1st to September 30th 2018 was considered and approved by Cabinet on 8th November 2018. A tailored report was presented which provided the Committee with information relevant to its remit. The OOP 2020 Plan aimed to achieve two high level outcomes, measured through 62 Key Business Measures (KBMs) which were grouped under, and reported against, the seven agreed policy areas. A table within the report provided an overview and key lines of enquiry regarding performance for a total of 21 KBMs across three policy areas relevant to the Committee.

Chris Malone and John Coleman, Assistant Directors presented the sections of the report relating to their services, highlighting areas of good progress and areas of concern, including remedial actions. Chris Malone confirmed that the consultation for services on special educational needs and disabilities and inclusion had now gone live and was available on the Ask Warwickshire pages. She encouraged members to view and respond to this consultation. John Coleman focussed particularly on the recruitment and retention of social workers. This had resulted in a reduction in caseloads for social workers. Councillor Chilvers asked that the Committee record its congratulations about this reduction in social worker caseloads.

Councillor Jo Barker spoke about the increase in EHCPs in October and possible causes. The data related to the period 20 weeks earlier (in May) and Chris Malone explained that there was a challenge at that time due to the conversion to EHCPs. New requests from September and October would be reported 20 weeks later.

Councillor Gilbert referred to the various data sets within the report and requested a breakdown for the Nuneaton and Bedworth areas, which was agreed.

Councillor Corinne Davies sought an update on the transfer of the accommodation for RISE. She then referred to teenage conception and enquired about the ease of access to services. In particular she mentioned the Respect Yourself website and the difficulties in identifying from it when and where free contraception services were available, adding that the Nuneaton and Bedworth area was an outlier for teenage conceptions. Bill Basra confirmed that the RISE accommodation move was still progressing and completion was expected before Christmas.

"Nigel Minns advised that teenage conception rates in the Nuneaton and Bedworth area had reduced significantly from 43% (three years ago) to 29%. A great deal of focused work has been taking place to help raise awareness and improve sexual health outcomes. An example of this work was the increase from 5 to 21 pharmacies providing emergency contraception and a number participating in a pilot for the free distribution of condoms. He agreed to pursue the point about the

Respect Yourself website, speaking also about the 'all about me' programme delivered at 120 primary schools throughout Warwickshire. There was an issue at secondary schools where take up of a Relationships and Sex Education programme was often affected by capacity constraints. Councillor Gilbert asked whether the free condom scheme was well used within the pharmacies, who was using the service and whether it included people who could pay for condoms. Councillor Davies also asked whether the availability of the scheme was widely known among young people. Nigel Minns agreed to provide a briefing with the requested information."

Councillor Gilbert asked about suicide data for the Nuneaton and Bedworth areas, questioning if the authority was working with the new Government Minister Jackie Law Price on suicide prevention. Marina Kitchen confirmed that a bereavement by suicide service had just been commissioned and a lot of work on suicide prevention was led by public health. There was headline data available, but this may not be on a district by district basis and it tended to be historic data. A conference on suicide prevention was planned.

Councillor Bell referred to the Atherstone health store and the difficulties in securing NHS engagement, in particular with a lack of nurse cover for 18 months, which restricted the services on offer. She was pleased with the reduction in teenage conceptions in North Warwickshire but wanted to ensure that services weren't withdrawn subsequently.

Resolved:

That the Overview and Scrutiny Committee notes the progress of the delivery of the One Organisational Plan 2020 for the period as contained in the report and submits the comments as set out above.

6. Work Programme

The Committee reviewed its work programme. Councillor Barker asked about the item on children exceeding expectations which would be submitted as an information item to the January meeting. It was confirmed that the visit for Committee members to the MASH had been arranged and would take place on 15 January at 2pm. The visit to the Keresley Centre was still to be confirmed.

7. Any Urgent Items

The Chair recorded his thanks and the thanks of the Committee to Chris Malone, who would be retiring from the County Council in December. He advised that the format of the minutes would be revised and in future include a column for actions. Councillor Webb noted that a report which had been requested to this meeting had been delayed. He asked in such circumstances if officers would be prepared to give a verbal update ahead of the formal report being received.

8. Date of next meeting

It was noted that the next scheduled meeting would take place at 10.00am on 15 January 2019, Shire Hall, Warwick.

The Committee rose at 12.30pm

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Chair